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Agenda item 3 (e)

PREPARATIONS FOR THE FOURTH WORLD CONFERENCE ON WOMEN: ACTION FOR EQUALITY, DEVELOPMENT AND PEACE

Draft Platform for Action

Addendum

Chapter IV

STRATEGIC OBJECTIVES AND ACTIONS

G. Inequality between men and women in the sharing of power [family responsibilities] and decision-making at all levels [shared power: women in decision-making]

128. The Universal Declaration of Human Rights states that everyone has the right to take part in their Government. The empowerment and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all areas of life. The power relations that impede women's attainment of fulfilling lives operate at many levels of society, from the most personal to the highly public. Achieving the goal of the equal participation of women and men in decision-making will provide a balance that more accurately reflects the composition of society [and is a prerequisite for a proper functioning of democracy.] [and promotes a proper functioning of democracy.] Equality in political decision-making performs a leverage function without which it is highly unlikely that a real integration of the equality dimension in government policy-making is feasible. In this respect, women's equal participation in political life plays a pivotal role in the general process of the advancement of women. Women's equal participation in decision-making is not only a demand of simple justice or democracy but can also

be seen as a necessary condition for women's interests to be taken into account. Without the active participation of women and the incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved.

129. Despite the widespread movement towards democratization, women are largely underrepresented at most levels of government, especially in ministerial and other executive bodies, and have made little progress in attaining political power in legislative bodies or in achieving the target endorsed by the Economic and Social Council of 30 per cent women in positions at decision-making levels by 1995. Globally, only 10 per cent of the members of legislative bodies and a lower percentage of ministerial positions are now held by women. Indeed, some countries, including those that are undergoing fundamental political, economic and social changes, have seen a significant decrease in the number of women represented in legislative bodies. Although women make up at least half of the electorate in almost all countries and have attained the right to vote and hold office in almost all Member States of the United Nations, women continue to be seriously underrepresented as candidates for public office. [The cultures of many] [These] political parties and government structures can be barriers to women's participation in public life. Women may be discouraged from seeking political office due to discriminatory attitudes and practices, family and child-care responsibilities, and the high cost of seeking and holding public office. Women in politics and decision-making positions in Governments and legislative bodies contribute to redefining political priorities, placing new items on the political agenda that reflect and address women's gender-specific concerns, values and experiences, and providing new perspectives on mainstream political issues.

130. Women have demonstrated considerable leadership in community and informal organizations, as well as in public office. However, socialization and negative stereotyping of women and men, including stereotyping through the media, reinforces the tendency for political decision-making to remain the domain of men. Likewise, the underrepresentation of women in decision-making positions in the areas of art, culture, sport, media, education, religion and law have prevented women from having a significant impact on many key institutions.

131. Due to their limited access to the traditional avenues to power, such as the decision-making bodies of political parties, employer organizations and trade unions, women have gained access to power through alternative structures, particularly in the non-governmental organization sector. Through non-governmental organizations and grass-root organizations, women have been able to articulate their interests and concerns and have placed women's issues on the national, regional and international agendas.

132. Inequality in the public arena can often start [within the family when power relations between men and women are unbalanced] with discriminatory attitudes and practices within the family. The unequal division of labour and responsibilities within households based on unequal power relations also limits women's potential to find the time and develop the skills required for participation in decision-making in wider public forums. A more equal sharing of those responsibilities between women and men not only provides a better quality of life for women and their daughters but also enhances their

opportunities to shape and design public policy, practice and expenditure so that their interests may be recognized and addressed. Non-formal networks and patterns of decision-making at the local community level that reflect a dominant male ethos restrict women's ability to participate equally in political, economic and social life.

133. The low proportion of women among economic and political decision makers at the local, national, regional and international levels reflects structure and attitudinal barriers that need to be addressed through positive measures. Governments, transnational and national corporations, the mass media, banks, academic and scientific institutions, and regional and international organizations, including those in the United Nations system, do not make full use of women's talents as top-level managers, policy makers, [diplomats and negotiators.]

134. The equitable distribution of power and decision-making at all levels is dependent on Governments and other actors undertaking statistical gender analysis and mainstreaming a gender perspective in policy development and the implementation of programmes.

135. National, regional and international statistical institutions still have insufficient knowledge of how to present the issues related to the equal treatment of women and men in the economic and social spheres. In particular, there is insufficient use of existing databases and methodologies in the important sphere of decision-making.

136. In addressing the inequality between men and women in the sharing of power and decision-making at all levels, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes so that before decisions are taken, an analysis is made of the effects for women and men respectively.

Strategic objective G.1. Take special measures to ensure women's equal access to and full participation in power structures and decision-making

Actions to be taken

137. By Governments:

(a) Commit themselves to establishing the goal of gender balance in governmental bodies and committees, as well as in public administrative entities, and in the judiciary, including setting specific targets and implementing measures to substantially increase the number of women with a view to achieving the equal representation of women and men in all governmental and public administration positions;

(b) [Consider measures in electoral systems that encourage political parties to integrate women in elective and non-elective public positions in the same proportion and levels as men;]

(c) Protect and promote the equal rights of women and men to political activities and freedom of association, including membership in political parties and trade unions;

(d) Review the differential impact of [electoral systems] on the political representation of women in elected bodies and consider, where appropriate, the adjustment or reform of those systems;

(e) Monitor and evaluate progress on the representation of women through the regular collection, analysis and dissemination of quantitative and qualitative data on women and men at all levels in various decision-making positions in the public and private sectors, and disseminate data on the number of women and men employed at various levels in Governments on a yearly basis; ensure that women and men have equal access to the full range of public appointments and set up mechanisms within the governmental structures for monitoring progress in this field;

(f) Support non-governmental organizations and research institutes that conduct studies on women's participation in and impact on decision-making and the decision-making environment;

(g) [Encourage] Ensure that Government-funded organizations [to] adopt non-discriminatory policies and practices [in order to increase the number and raise the position of women in their organizations;]

(h) [Recognize that shared responsibilities between women and men of work and parental responsibilities promote women's increased participation in public life, and take appropriate measures to achieve this, including measures to reconcile family and professional life;]

(i) Aim at gender balance in the lists of national candidates nominated for election or appointment to United Nations bodies, specialized agencies and other autonomous organizations of the United Nations system, particularly posts at the senior-level.

138. By political parties:

(a) Consider examining party structures and procedures to remove all barriers that directly or indirectly discriminate against the participation of women;

(b) Consider developing initiatives that allow women to participate fully in all internal policy-making structures and appointive and electoral nominating processes;

(c) Consider incorporating gender issues in their political agenda [and ensuring the participation of women in the leadership of political parties so as to accomplish parity and the integration of both genders.]

139. By Governments, national bodies, the private sector, political parties, trade unions, employers' organizations, research and academic institutions,

subregional and regional bodies, non-governmental and international organizations:

(a) Take positive action to build a critical mass of women leaders, executives and managers [with the requisite qualifications] in strategic decision-making positions;

(b) [Create regulatory bodies and enforcement mechanisms to monitor women's access to senior levels of decision-making;]

(c) Review the criteria for recruitment and appointment to advisory and decision-making bodies and promotion to senior positions to ensure that such criteria are relevant and do not discriminate against women;

(d) Encourage efforts by non-governmental organizations, trade unions and the private sector to achieve equality [and equity] between women and men in their ranks, including equal participation in their decision-making bodies and in negotiations in all areas and at all levels;

(e) Develop communications strategies to promote public debate on the new roles of men and women in society and in the family;

(f) Restructure recruitment and career-development programmes to ensure that all women, especially young women, have equal access to managerial, entrepreneurial, technical and leadership training, including on-the-job training;

(g) Develop programmes for career advancement for women of all ages, that include career planning, tracking, mentoring, coaching, training and retraining;

(h) Encourage and support the participation of women's non-governmental organizations in United Nations conferences and their preparatory processes;

(i) Aim at and support gender balance in the composition of delegations to the United Nations and other international forums.

140. By the United Nations:

(a) [Implement existing and adopt new policies and measures relating to all contracts in order to achieve overall gender parity in employment, particularly at the Professional level, by the year 2000, taking into account equitable geographical distribution in conformity with article 101, paragraph 3, of the United Nations Charter;]

(b) Develop mechanisms to nominate women candidates for appointment to senior posts in the United Nations, the specialized agencies and other organizations and bodies of the United Nations system;

(c) Continue to collect and disseminate quantitative and qualitative data on women and men in decision-making [and analyse their differential impact on decision-making and monitor progress towards achieving the Secretary-General's

target of 50 per cent but at least 40 per cent of managerial and decision-making positions to be held by women by the year 2000.]

141. By women's organizations, non-governmental organizations, trade unions, social partners, producers, industrial and professional organizations:

(a) Build and strengthen solidarity among women through information, education and sensitization activities;

(b) Advocate at all levels to enable women to influence political, economic and social decisions, processes and systems, and work towards seeking accountability from elected representatives on their commitment to gender concerns;

(c) [Establish databases on women and their qualifications for use in appointing women to senior decision-making and advisory positions, for dissemination to Governments, regional and international organizations and private enterprise.]

Strategic objective G.2. Increase women's capacity to participate in decision-making and leadership

Actions to be taken

142. By Governments, national bodies, the private sector, political parties, trade unions, employers' organizations, subregional and regional bodies, non-governmental and international organizations and educational institutions:

(a) Provide leadership and self-esteem training to assist women and girls, particularly those with special needs, women with disabilities, and women belonging to racial and ethnic minorities to strengthen their self-esteem and to encourage them to take decision-making positions;

(b) Have transparent criteria for decision-making positions and ensure that the selecting bodies have a gender-balanced composition;

(c) Create a system of mentoring for unexperienced women and offer training, including training in leadership and decision-making, public speaking and self-assertion, as well as in political campaigning;

(d) Provide gender-sensitive training for women and men in order to promote non-discriminatory working relationships and respect for diversity in work and management styles;

(e) Develop mechanisms and training to encourage women to participate in the electoral process, political activities and other leadership areas.

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STRATEGIC OBJECTIVES AND ACTIONS

H. Insufficient mechanisms at all levels to promote the advancement of women

140. National machineries for the advancement of women have been established in almost every Member State to, inter alia, design, promote the implementation of, execute, monitor, evaluate, advocate and mobilize support for policies that promote the advancement of women. National machineries are diverse in form and uneven in their effectiveness, and in some cases have declined. Often marginalized in national government structures, these mechanisms are frequently hampered by unclear mandates, lack of adequate staff, training, data and sufficient resources, and insufficient support from national political leadership.

141. At the regional and international levels, mechanisms and institutions to promote the advancement of women as an integral part of mainstream political, economic, social and cultural development, and of initiatives on development and human rights, encounter similar problems emanating from a lack of commitment at the highest levels.

142. Successive international conferences have underscored the need to take gender factors into account in policy and programme planning. However, in many instances this has not been done.

143. [Regional bodies concerned with the advancement of women have been strengthened, together with international machinery, such as the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women. However, the limited resources available continue to impede full implementation of their mandates.]

144. Methodologies for conducting gender-based analysis in policies and programmes and for dealing with the differential effects of policies on women and men have been developed in many organizations and are available for application but are often not being applied or are not being applied consistently.

145. A national machinery for the advancement of women is the central policy-coordinating unit inside government. Its main task is to support government-wide mainstreaming of a gender-equality perspective in all policy areas. The necessary conditions for an effective functioning of such national machineries include:

(a) Location at the highest possible level in the government, [falling under the responsibility of a Cabinet minister];

(b) [Institutional mechanisms or processes that facilitate, as appropriate, decentralized planning, implementation and monitoring with a view to involving non-governmental organizations and community organizations from the grass roots upwards];

(c) Sufficient resources in terms of budget and professional capacity and opportunity to influence policy development in all government policies.

Strategic objective H.1. Create or strengthen national machineries and other governmental bodies

Actions to be taken

146. By Governments:

(a) Ensure that responsibility for the advancement of women is invested at the highest possible level of government. In many cases, this could be at the level of a Cabinet minister;

(b) Based on a strong political commitment, create a national machinery, where it does not exist, and strengthen, as appropriate, existing national machineries, for the advancement of women at the highest possible level in government, with clearly defined mandates and authority. Critical elements would be adequate resources, ability and competence to influence policy and formulate and review legislation. Among other things, such machinery should perform policy analysis and undertake the advocacy, communication, coordination and monitoring of implementation;

(c) Provide staff training in designing and analysing data from a gender perspective;

(d) Establish procedures to allow the machinery to gather information on government-wide policy issues at an early stage and make continuous use of the machinery in the policy development and review process within the government;

[(e) Report, on a regular basis, to legislative bodies and to the cabinet on the progress of efforts, as appropriate, to mainstream gender concerns, taking into account the implementation of the Platform for Action];

(f) Encourage and promote the active involvement of the broad and diverse range of institutional actors in the public, private and voluntary sectors to work for equality between women and men.

[147. By regional and international organizations, in particular development institutions, especially the Institute for research and training for the Advancement of Women (INSTRAW), the United Nations Development Fund for Women (UNIFEM) and bilateral donors:

(a) Provide financial and advisory assistance to national machinery in order to increase its ability to gather information, develop networks and carry out its mandate;

(b) Strengthen international mechanisms to promote the advancement of women through their respective mandates, in cooperation with Governments].

Strategic objective H.2. Integrate gender perspectives in all legislation, public policies, programmes and projects

Actions to be taken

148. By Governments:

[(a) In addressing the issue of mechanisms for the promotion of the advancement of women, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes so that, before decisions are taken, an analysis is made of their probable effects for women and men respectively];

[(b) Seek to ensure that before policy decisions are taken, [as appropriate] an analysis of their impact on women and men respectively is carried out];

[(c) Systematically review policies, programmes and projects, as well as their implementation, to ensure that they reflect the differential impact of general measures on women and men and their respective contribution to development, taking into account existing

inequalities, develop methods of gender-impact analysis, and introduce practical ways and means for its application at an early stage of the policy development process, [especially in terms of the impact of employment and income policies];

[(d) Regularly review and implement national policies, programmes and projects, as well as their implementation, evaluating the impact of employment and income policies in order to guarantee that women are the direct beneficiaries of development [and that their contribution is considered in national accounts]];

(e) Promote national strategies and aims on equality between women and men in order to eliminate obstacles to the exercise of women's rights and eradicate all forms of discrimination against women;

(f) Work with members of legislative bodies in order to promote a gender perspective in all legislation and policies;

(g) Establish networks of focal points in all ministries and agencies with a mandate to review policies and programmes, and create mechanisms for the focal points to meet regularly with national machinery in order to monitor progress in the implementation of the Platform for Action.

149. By national machinery:

(a) Facilitate the formulation and implementation of government policies on equality between women and men, develop appropriate strategies and methodologies, and promote coordination and cooperation within central government in order to ensure mainstreaming of gender perspective in all policy-making processes;

(b) Promote and establish cooperative relationships with relevant branches of government, centres for women's studies and research, academic and educational institutions, the private sector, the media, non-governmental organizations, especially women's organizations, and all other actors of civil society;

[(c) Undertake activities focusing on legal reform with regard to the family, conditions of employment, social security, income tax, equal opportunity in education, positive measures to promote the advancement of women, and the perception of attitudes and a culture favourable to equality];

[(d) Promote the gender perspective in legal reforms, including with regard to employment, social security, taxation and education];

[(e) Promote the increased participation of women as both active agents of and beneficiaries in the development process for the improvement of the quality of life for all];

(f) Establish direct links with national, regional and international bodies dealing with the advancement of women;

(g) Provide training and advisory assistance to government agencies in order to integrate a gender perspective into their policies and programmes.

Strategic objective H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation

Actions to be taken

150. By national, regional and international statistical services, and relevant government and United Nations bodies, in cooperation with research and documentation organizations, in their respective areas of responsibility:

(a) [Aim to] Ensure that all statistics related to individuals are collected, compiled, analysed and presented by sex and age, and that they reflect problems and questions related to women and men in society;

(b) Collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation [and reflect problems and questions related to men and women in society];

(c) Involve centres for women's studies and research organizations in developing and testing appropriate indicators and research methodologies to strengthen gender analysis, as well as in monitoring and evaluating the implementation of the goals of the Platform for Action;

(d) Designate or appoint staff to strengthen gender-statistics programmes and ensure coordination, monitoring and linkage to all fields of statistical work, and prepare output that integrates statistics from the various subject areas;

(e) [Take steps to] Improve the concepts and methods of data collection on the full contribution of women and men to the economy [by taking steps] to [measure] [make visible] their participation in the informal sector(s);

(f) [Develop a more comprehensive knowledge of work and employment through, inter alia, efforts to measure and better understand the type, extent and distribution of unremunerated work, particularly work in caring for dependants and unremunerated work done for family farms or businesses, and encouraging, sharing and disseminating information, studies and experience in this field, including on the development of methods for assessing its value in quantitative terms, for possible reflection in accounts that may be produced separately from but made consistent with core national accounts;

(g) [Develop an international classification of activities for time-use statistics, with Governments also undertaking time-use studies, and

prioritize further work at the national level to prepare satellite or parallel accounts of women's and men's unremunerated economic contribution, including quantifying household responsibilities as appropriate, producing such accounts separately from but making them consistent with core national accounts];

(h) Improve concepts and methods of data collection on the measurement of poverty among women and men, including their access to resources;

(i) Strengthen vital statistical systems and incorporate gender analysis into publications and research; give priority to gender differences in research design and in data collection and analysis in order to improve data on morbidity; and improve data collection on access to health services, [including access to comprehensive sexual and reproductive health services, maternal care and family planning, with special priority for adolescent mothers and care of the elderly];

(j) Develop improved gender-disaggregated and age-specific data on the victims and perpetrators of all forms of violence against women, such as domestic violence, sexual harassment, rape, incest and sexual abuse, and trafficking in women and girls, as well as on violence by the agents of the State;

(k) Improve concepts and methods of data collection on the participation of women and men with disabilities, including their access to resources.

151. By Governments:

(a) Ensure the regular production of a statistical publication on gender that presents and interprets topical data on women and men in a form suitable for a wide range of non-technical users;

(b) Ensure that producers and users of statistics in each country regularly review the adequacy of the official statistical system and its coverage of gender issues, and prepare a plan for needed improvements, where necessary;

(c) Develop and encourage the development of quantitative and qualitative studies in research organizations, trade unions, employers, private sector, and non-governmental organizations on the sharing of power and influence in society, including the number of women and men in senior decision-making positions in both the public and private sectors;

(d) Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects.

152. By the United Nations:

(a) Promote the development of statistical methods to find better ways to collect, collate and analyse data that may relate to the human rights of women, including violence against women, [for use by the Commission

on the Status of Women, the Commission on Human Rights, the Committee on the Elimination of Discrimination against Women and human rights treaty bodies];

(b) Promote the further development of statistical methods to improve data that relate to women in economic, social, cultural and political development;

(c) Prepare a new issue of The World's Women at regular five-year intervals and distribute it widely;

(d) Assist countries in the development of gender concepts and programmes;

(e) [Report periodically on progress at the national and international levels to the United Nations Statistical Commission, INSTRAW and the Commission on the Status of Women, in a coordinated fashion].

[153. By multilateral development financial institutions and bilateral donors:

Support the development of national capacity in developing countries and in countries with economies in transition in order to fully measure the work done by women, including both remunerated and unremunerated work.]